



Assistant Commissioner of Rehabilitative Services

JOB ANNOUNCEMENT: Assistant Commissioner of Rehabilitative Services, Executive Service, Grade 125, Salary Range \$8,566.00 to \$11,992.00 per month

The Division of Rehabilitative Services is committed to providing quality re-entry programming and treatment services for over 21,000 offenders to improve the quality of life and behavior within prisons, transition centers, community supervision offices, direct reporting centers and community resource centers in order to reduce recidivism and promote public safety. The Division directly supports the mission of the Tennessee Department of Correction (TDOC) to operate safe and secure prisons and provide effective community supervision in order to enhance public safety.

The Assistant Commissioner of Rehabilitative Services provides executive leadership and strategic direction for the division ensuring the department's health, mental health, substance use treatment, education, offender workforce development, counseling, religious services, volunteer services, victim services, offender employment, transitional housing, faith-based initiatives, and sex offender treatment activities are conducted in line with evidence-based practices and departmental policy.

In addition, this position is responsible for:

- Oversight of the agency's priority re-entry initiatives as it strives to reduce recidivism and subsequent victimization to provide for a safer Tennessee.
- Oversight of service contracts for mental health, medical, and pharmaceutical services with an annual value of over \$140 million per year
- Development of policies and procedures and standards of care for offenders receiving direct rehabilitative services in the 14 TDOC institutions
- Designing, developing, and implementing quality assurance programs for ongoing treatment services and program evaluation
- Data-driven quality improvement projects to monitor the effectiveness of clinical services and rehabilitative programs.
- Acts in the capacity of Medical Authority for an Agency of 6,600 employees that manages approximately 100,000 offenders under its supervision, which includes a fully staffed hospital and in-depth Mental Health Treatment programs.

Qualifications:

The ideal candidate for this position will have a Master's degree in a medical, mental health, counseling, or other related field along with ten years of experience, preferably in a correctional setting. In addition, the ideal candidate will have managed rehabilitative services programs at the executive level, preferably in a correctional organization.

Mandatory executive core qualifications will include:

- **Business Acumen:** the ability to manage human, financial, and information resources strategically.
- **Leading Change:** the ability to bring about strategic change, both within and outside the organization, to meet organization goals.
- **Leading People:** the ability to lead people toward meeting the organization's vision, mission and goals. Inherent to this is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.
- **Results Driven:** the ability to meet organizational goals and customer expectations. The ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems and calculating risks.
- **Building Coalitions:** the ability to build coalitions internally and with other Federal, State, and Government agencies; as well as nonprofit and private sector organizations to achieve common goals.

To apply, submit a letter of application, complete resume reflecting education, specific positions held, and information on leadership roles to Kimberly.Mantlo@tn.gov by the closing date of December 15, 2016.

Pursuant to the State of Tennessee's policy of non-discrimination, the Tennessee Department of Correction (TDOC) does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military service in its policies, or in the admission or access to, or treatment or employment in, its programs, services or activities